Work-Life Balance and Job Satisfaction in Referal Hospitals: A Case of Lira Regional Referal Hospital

Awoii, Thomas
Nsisi, Christine
2025

Abstract

This study examined the effect of work-life balance on job satisfaction among staff at Lira Regional Referral Hospital, motivated by concerns over high absenteeism and low productivity. The study focused on three dimensions of work-life balance: flexible work arrangements, employee well-being, and professional development on job satisfaction. A case study design. employing a mixed-methods approach was adopted. From a population of 260 employees, a sample size of 155 respondents was determined using Krejcie and Morgan's (1970) table, and was proportionately sampled to ensured fair representation across the different categories. Purposive sampling technique was used to select the top management, while simple random sampling for the Doctors, Pharmacists and Nurses. For the clinical officers and support staffs. convenience sampling was used. Data was collected using structured questionnaires and interviews. Quantitative data were analyzed using descriptive and inferential statistics (SPSS Version 25). The demographic characteristics were analyzed using percentages, while descriptive statistics used the mean and standard deviation. Correlation analysis was used to assess the relationship between the variables, while the regression analysis was used to establish the strength of the relationship. While qualitative data were analyzed thematically. Data was collected using structured questionnaires and interview a response rate of 87.1%). Findings on descriptive statistics were all above average with workplace flexibility (M-4.29, SD-0.703). employee well-being (M-4.07, SD-0.846) and professional development (M-4.06. SD-0.689). This implied that they all had a significant positive effect on job satisfaction. Pearson correlation for flexible work arrangement and job satisfaction indicated a weak positive relationship was 0.298, with Adjusted R Square of 0.081 indicating that only 8.1% of the variance in job satisfaction is explained by flexible work arrangements. Results for employee well-being and job satisfaction indicated a moderate positive relationship of 0.493 with an Adjusted R of 0.237 showed that only 23.7% of the variability in job satisfaction is explained by employee wellbeing. Findings on professional development and job satisfaction indicated a moderate positive. correlation of 0.579 with Adjusted R Square 0.330 indicate that only 33.0% of the variability in job satisfaction is explained by professional development. In other words, staff professional development is a meaningful predictor of job satisfaction, though other factors account for the remaining 67.0%. The study recommends the institutionalization of flexible work policies. implementation of comprehensive employee well-being programs, and investment in continuous professional development, supported by strong leadership and effective communication. Future research should extend to other healthcare institutions and explore contextual and role-specific determinants of job satisfaction.